1991

Nova Scotia

ANNUAL REPORT

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Women's Directorate

92-05497/

Nova Scotia

To His Honour
The Honourable
Lloyd R. Crouse, P.C.
Lieutenant-Governor
Province of Nova Scotia

May It Please Your Honour:

I have the honour to present to you the Annual Report of the Nova Scotia Women's Directorate for the fiscal year ending March 31, 1991.

Respectfully submitted,

Marie P. Dechman
Minister

Nova Scotia

The Honourable Marie P. Dechman
Minister Responsible for the Status of Women
Province of Nova Scotia
Halifax, Nova Scotia

Madam:

I take pleasure in presenting to you a report of the activities of the Women's Directorate for the year ending March 31, 1991.

Respectfully submitted,

Cathy MacNutt
Deputy Minister

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on the Status of Women

NOVA SCOTIA WOMEN'S DIRECTORATE

The Nova Scotia Women's Directorate was created to further a coordinated social and economic policy that takes into account the changing role of women. The Directorate's mission is to advise and recommend legislation, policies, and programs needed by women in Nova Scotia to achieve economic, social, and legal equality. The Women's Directorate pursues its mission by:

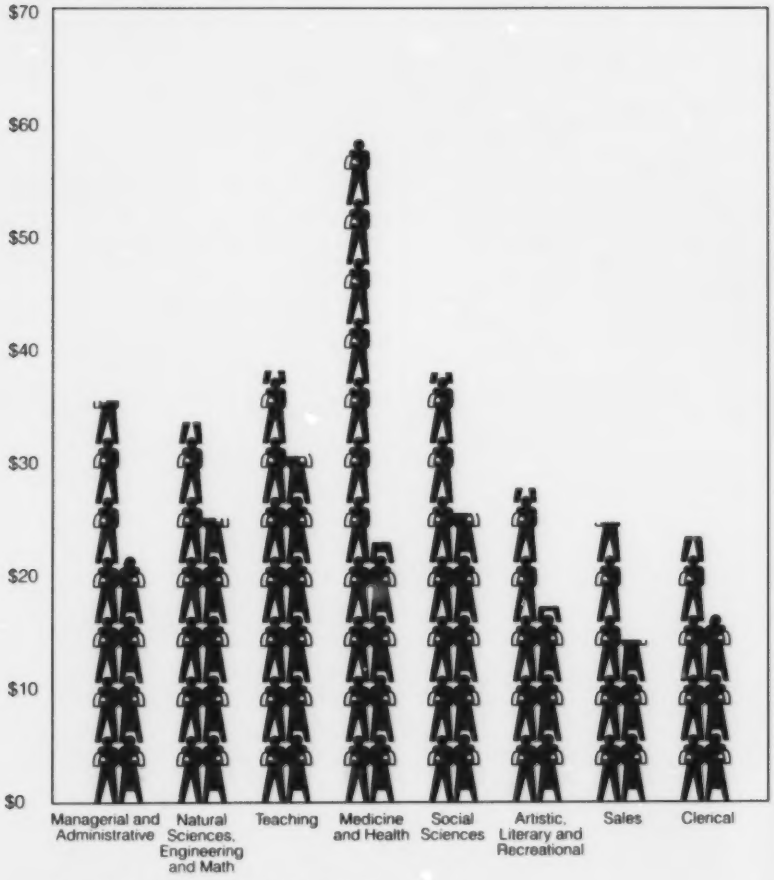
- working cooperatively with government departments, agencies, and industry to improve their policies, procedures, programs, or practices insofar as they affect women;
- conducting the research required for policy and program development or evaluation;
- assisting the Minister in creating an informed public, supportive of equality for women;
- facilitating the Minister's participation in intergovernmental action on behalf of women through the federal, provincial, and territorial structures addressing women's issues;
- improving the condition of women in the public service through work with the Interdepartmental Committee on the Status of Women.

In summary, the Women's Directorate is an agency with responsibility to inform, facilitate, and encourage a coordinated approach to the province's efforts on behalf of women in Nova Scotia. The primary clients of the Women's Directorate are government departments and women in the public service.

BUILDING EXPERTISE ON WOMEN'S ISSUES

The Women's Directorate depends on interdepartmental and interagency collaboration and consultation. However, there is no requirement that government departments or agencies consult with the Women's Directorate prior to the development of legislation, policies, or programs that affect women. Therefore, the Women's Directorate needs to "sell" its services, working to build a reputation for timely, high-quality, sound and reliable advice and assistance on matters that affect women in Nova Scotia. Brief descriptions of outreach activities and consultative work carried out in departments in 1990–91 follow.

Average Annual Employment Income for Nova Scotian Men and Women Working Full Time Full Year, by Occupation, 1985



Source: Statistics Canada, Census of Canada 1986, The Nation: Family Income: Census Families, Catalogue 93-116

Not only do women work in generally low paying jobs, they also receive lower wages than men even when they perform the same type of work.

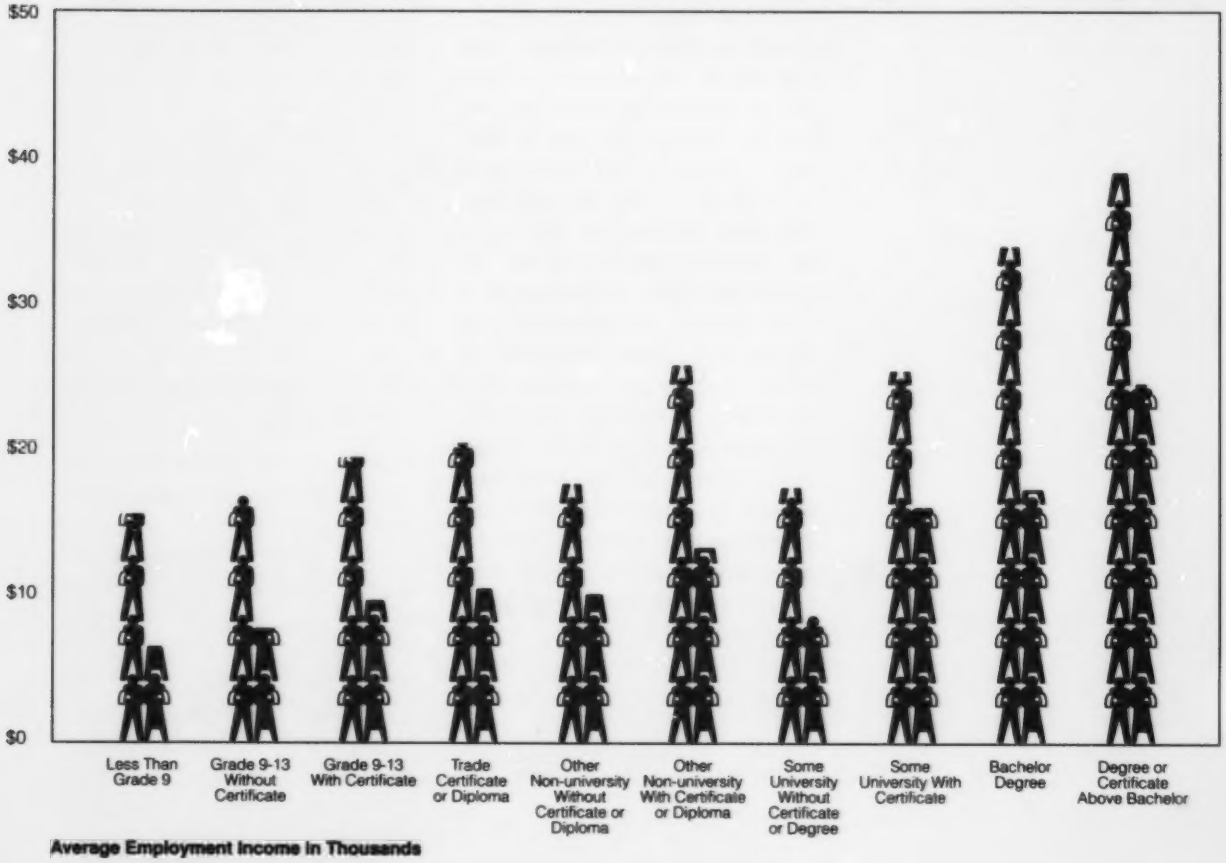
In all occupational groups, women earn less than men.

Women and the Economy

The Women's Directorate's statistical handbook details the economic disadvantage of women in Nova Scotia. Even when women are in the same occupational fields as men, they do not earn as much (figure at left). Women living on their own with children have a 50 per cent chance of falling below the poverty line. Furthermore, at every level of educational attainment, women earn less than men (figure, following page).

Nova Scotia's proposal for an economic strategy, *Our Province, Our Future, Our Choice*, emphasizes the need for all Nova Scotians to become more enterprising and more competitive in the international arena. Translating these strategic directions into economic policies and programs that capitalize on an under-utilized and under-valued female workforce will be a focus for future work of the Women's Directorate. In pursuit of these aims, the Women's Directorate began acting as a resource to the human resource sector of Voluntary Planning in 1990–91.

Average Annual Employment Income for Nova Scotian Men and Women by Highest Level of Schooling, 1985



Source: Statistics Canada, Census of Canada 1986, The Nation: Employment Income: Individuals, Catalogue 93-115

Even though women now have higher educational credentials than in the past, the economic pay-offs for their training are not as great as for men.

At every level of educational attainment, women earn less than men.

A comparison of male and female educational levels demonstrates that, in general, it takes a university certificate or degree before women reach an average salary roughly equivalent to the average salary received by men with less than Grade 9.

Education of Girls and Women

Education can support greater economic equality between men and women. Although many more women than in the past now work outside the home for most of their lives, women still tend to end up in lower-paying occupations. Education and training choices in the direction of traditional, female-dominated jobs or careers reinforce existing occupational and income inequalities. Global trends which increasingly reduce the availability of well-paying jobs in manufacturing and increase competition for already lower-paid service jobs make it all the more imperative that girls and women are educated and trained to their full potential in the full range of occupations.

In light of these concerns, the Women's Directorate undertook a number of education-related initiatives in 1990–91. First, the Directorate contributed to the report of the Department of Education's Committee on Guidance Counselling of Girls and Young Women, recommending the development of a supplement to the existing guidance curriculum such that the needs of girls and young women would be met more effectively.

The Canadian Committee on Women in Engineering held hearings across the nation, including Halifax, to elicit information on existing programs and initiatives to encourage science, math, and engineering studies by girls and women. The Women's Directorate coordinated the Province of Nova Scotia's brief to that committee, particularly noting the Department of Education's efforts to improve science teaching to girls.

Role-modelling programs, where girls and young women get exposure to women in a range of careers, have been recommended as one means to broaden the range of occupations considered in career choice. As a first step toward such programming in Nova Scotia, a publication, *Women in Public Service: A Directory of Speakers*, was prepared and sent to all school counsellors in the Halifax, Dartmouth, and Halifax County school boards' jurisdictions, with positive feedback from recipients.

Finally, all school boards, through superintendents and counselling staff, received copies of an annotated bibliography originally prepared by the Ontario Women's Directorate. *Background Materials and Curriculum Resources to Encourage Females into the Fields of Mathematics, Science and Technology* extends access to a wide range of support materials to teachers and administrators across the province.

Women and Justice

The Women's Directorate participated in two working groups of the Department of Attorney General. The Victims' Services Working Group established that sexual assault, child abuse, and domestic violence would be priority funding areas for community-based projects in victims' services.

The Working Group on Gender Equality was established at the intergovernmental level by Attorneys General. Nova Scotia, in partnership with the Yukon, became responsible for proposals to improve the response of Departments of Attorney General to women in conflict with the law.

Family Violence Prevention Initiative

During 1989–90, the Women's Directorate responded to the Health, Education and Social Services (HESS) Committee's request to develop a provincial family violence initiative to coordinate the activities of the departments of Community Services, Health, Education, Advanced Education and Job Training, Attorney General, and Solicitor General.

Further work in 1990–91 resulted in the Department of Community Services becoming the lead department on family violence, including wife battering, child abuse, and elder abuse. An Interdepartmental Working Group on Family Violence was established with the Women's Directorate as a member. Development of terms of reference, including provisions for community advice, staffing considerations, and funding proposals, were tasks for the year.

Women and Health

The Committee on Women and Health, chaired by Department of Health staff, continued its review function for the Advisory Committee on Women's Health which reports to the Conference of Deputy Ministers of Health. The resulting report offers an excellent overview of women's issues in health.

World AIDS Day in December 1990 had the growing problem of AIDS among women as its theme. The Women's Directorate supported the Department of Health in bringing together all local groups with a central concern about HIV-infection for education and awareness activities directed to the general public.

Canada's Royal Commission on Reproductive Technologies began its work during this time period. Since many of the issues raised by reproductive technologies fall within the provincial jurisdiction, the Women's Directorate encouraged the establishment of an Interdepartmental Committee on Reproductive Technologies to begin exploring options for provincial responses.

RESEARCH AND INFORMATION SERVICES

Women in Nova Scotia: A Statistical Handbook responded to the Women's Directorate's mandate of conducting research relevant to legislation, policy, and program development to promote the social, economic, and legal equality of women. The handbook was designed to interest:

- government planners and researchers in either economic or social policy arenas
- educators at secondary and post-secondary levels
- public information officers and speakers on social and economic issues confronting Nova Scotia
- community groups and others preparing proposals which benefit from statistical information

Prior to the handbook's publication, there had not been a convenient and economical data source of this type available in Nova Scotia. To ensure access to the specialist and non-specialist alike, the handbook was made available through the Nova Scotia Government Bookstore with a price recovering printing costs. Some 350 copies were sold to government and non-government customers.

The statistical handbook deals with seven major topics:

- The Population in Transition
- Families in Nova Scotia
- Women in the Paid Labour Force
- The Employment Profiles of Women and Men
- Women and Education
- The Bottom Line: Incomes of Women and Men
- Aboriginal, Visible Minority, and Disabled Women

Women's Directorate staff support users of the statistical handbook by answering any questions not clarified by the technical notes; by providing numeric as opposed to graphic data; by providing updated information as it becomes available. The next edition of the handbook will reflect results of the 1991 Census as much as possible.

The Women's Directorate Resource Centre

The Resource Centre specializes in two principal areas: first, government documents and policy-relevant publications on matters of concern to women; secondly, training and staff development materials of particular relevance to women's career development.

Cataloguing of the documents in the Resource Centre began in earnest in April 1990. Approximately 1,000 documents were catalogued by December 1990, with computerized records for each document.

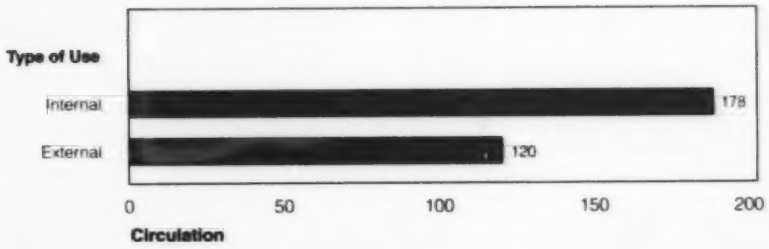
The dBase IV library application includes keyword searching by author, title, publisher, and a combined search method by keyword, making catalogued documents easy to locate and retrieve.

An additional feature added in March 1991 has already proven popular. This is the option to produce customized bibliographies of Resource Centre holdings from the library database. Nine resource lists were produced by this method in a publication for use of the incoming Interdepartmental Committee on the Status of Women. Extra copies of this tool will be made available to other users. Bibliographies are also produced on demand for other government departments and staff, as well as for members of the general public. Statistics on Resource Centre use appear in the figure on the following page.

Additional information projects undertaken included preparation and distribution of the Women's Directorate newsletter, *About Women*, with circulation to approximately 12,000 employees.

Finally, in response to a need expressed by many women in the Civil Service, the Directorate's Program Information Officer began research and writing of a handbook on career planning for women in the civil service.

Resource Centre Usage, 1990-91



Bibliographies Produced

For Government Departments	For Non-governmental Bodies
Career Planning	Career Aspirations
Violence Against Women	Employment Equity
Parenting	Women's Rights
Women and the Law	Immigrant Women
Women Re-entering the Workforce	Non-discriminatory Language
Women and Specific Criminal Offences	
Pay Equity	
Employment Equity	
Sexual Harassment	
Sexual Assault	
Family Violence	
Work and Family	
Language and Communication	
New Reproductive Technologies	

INTERGOVERNMENTAL WORK

During 1990–91, Ministers responsible for the Status of Women reaffirmed their commitment to work actively toward the elimination of violence against women by expressing their collective views in the Lake Louise Declaration on violence against women. As well, ministers responded favourably to plans for a second joint meeting with education ministers. Finally, the ministers adopted a plan to address the needs of women in the justice system, whether as complainants, as defendants, as employees, or as prisoners.

In 1990–91, Nova Scotia co-chaired the Joint Working Group of Education and Status of Women Officials to prepare for the second joint meeting of Status of Women and Education Ministers. The committee decided on an economic focus, contracting with Edward T. Harvey, Ph.D., to research the costs to Canada's economy of the under-utilization of women. While Dr. Harvey's paper set the context, plans were developed for additional ministerial discussion and commitment to improve science and technology education for girls and women and for better ways to deal with violence against women through education. Such issues as single parenthood, women re-entering the workforce, and the educational needs of "visible minority" women were also considered.

INTERDEPARTMENTAL COMMITTEE ON THE STATUS OF WOMEN

The Interdepartmental Committee on the Status of Women was struck in 1976 originally, to develop governmental response to the report of the Nova Scotia Task Force on the Status of Women, which had made 95 major recommendations for change in legislation, policies, and programs to promote the achievement of equality for women.

The Interdepartmental Committee on the Status of Women continues to act as a valuable advisory resource to government. Since the establishment of the Women's Directorate, the focus of the committee has been to improve the condition of women in Nova Scotia's public service. This overarching goal is reflected in the committee's mission statement, developed during this fiscal year.

During 1990–91, broad issues concerning the role of the Interdepartmental Committee on the Status of Women were raised. Some felt the committee should hold an advisory role only. Others felt the committee should combine policy advice with a delivery role, to allow greater visibility and some concrete and immediate benefits to women.

The decision was reached that the committee should address issues of concern to women at various levels; that is, to give advice to policy makers but also to undertake projects that address issues in a concrete way. The Interdepartmental Committee on the Status of Women has positioned itself to act as an agent of change, to address policy as well as the culture of organizations and the attitudes and behaviours within them. The role of the Interdepartmental Committee on the Status of Women is reflected in the accomplishments of its subcommittees.

Mission Statement

The Interdepartmental Committee on the Status of Women promotes equality, fairness, and dignity for women through advice on policy and implementation of programs within Nova Scotia's public service.

Employment Equity Subcommittee

In the previous fiscal year, the Employment Equity Subcommittee had advised the Women's Directorate on what components of an employment equity program were most needed by women in the public service. In 1990–91, the subcommittee drafted an information brochure on employment equity which could complement eventual Civil Service Commission activity in this area. As well, the subcommittee contributed to an article about employment equity which appeared in the newsletter, *About Women*.

The Employment Equity Subcommittee prepared a submission to the Pay Equity Commission's review of pay equity legislation. The Pay Equity Commission's subsequent report adopted several key recommendations included in the submission of the Interdepartmental Committee on the Status of Women. Of particular concern was amendment of the legislation to eliminate the requirement that any particular job class have at least ten incumbents for inclusion in the pay equity process.

During the year-end planning process, the Employment Equity Subcommittee was re-named the Equity Issues Subcommittee to more clearly reflect its interest in a broad interpretation of equity, including problem solving in areas such as sexual harassment, balancing work and family, and career development.

Communications Subcommittee

The Communications Subcommittee was set up to meet two goals. First, to promote positive communication on women's issues to government departments and agencies. Second, the Communications Subcommittee establishes and maintains a positive profile for the Interdepartmental Committee on the Status of Women as a component of the Women's Directorate.

During 1990 – 91, the Communications Subcommittee undertook a number of activities in pursuit of its goal. Two editions of the newsletter, *About Women*, were published, with more effective distribution of the newsletter (circulation 12,000) throughout all government departments and agencies.

An important issue for many workers, especially women, is the effective balancing of work and family responsibilities. In order to facilitate this process, an information kit for expectant parents, *You and Your Baby*, was developed. A key item in the kit is a congratulatory letter from the department's Deputy Minister, demonstrating employer support.

The Communications subcommittee undertook an information campaign in recognition of the theme of "Women and AIDS" on World AIDS Day in December 1990. A presentation on HIV infection was given by the Director of the Victoria General Hospital's Infectious Disease Clinic to members of the Interdepartmental Committee on the Status of Women and their invited colleagues. The availability of a relevant brochure was widely publicized. In consequence, Committee members delivered 1,200 brochures to their colleagues, double the anticipated response.

Finally, the Communications Subcommittee drafted guidelines for unbiased written, verbal, and visual communications to support the use of inclusive language and gender-balanced pictorial representation. These guidelines will be published in the 1991 – 92 fiscal year.

Education and Training Subcommittee

The Education and Training Subcommittee provides educational opportunities on work-related matters of concern to civil service women.

During the previous fiscal year, the Interdepartmental Committee on the Status of Women had identified three major areas within which educational sessions or workshops should be developed. These areas were career planning, balancing work and family responsibilities, and work-related health issues. As well, an introductory workshop was developed to assist members of the Interdepartmental Committee on the Status of Women to identify the needs and interests of women in their departments.

To enhance the capacity of members to deliver educational programs effectively, the subcommittee implemented a two-day "Train the Trainer" workshop with Cynthia Gorman of the Civil Service Commission as facilitator.

The departments of Fisheries, Agriculture and Marketing, Municipal Affairs, and Solicitor General undertook needs identification workshops with women in their departments. In two cases, Municipal Affairs and Agriculture, departmental committees on women's issues were established consequently to pursue the interests of women in the department through further educational activities or program initiatives.

The Department of Lands and Forests implemented five sessions on PMS and menopause. The Department of Attorney General provided 60 support staff with a workshop entitled "Assertiveness and Difficult People."

Evaluation questionnaires completed by all session participants were overwhelmingly positive. Presentations and presenters received high marks and suggestions for further sessions encouraged an expansion of the Education and Training Subcommittee's initiatives in future years.

Membership Subcommittee

The Membership Subcommittee develops and maintains procedures to ensure the effectiveness of the Interdepartmental Committee on the Status of Women and the organizational skills of its members.

In 1990–91, the Membership Subcommittee carried out a survey of member satisfaction, as well as sources of dissatisfaction. The greatest problem identified was a perceived lack of departmental support at all levels, from colleagues to senior management, for the work of committee members.

The full membership addressed this problem, with results summarized in the paper, *Building Support and Effectiveness of the Interdepartmental Committee on the Status of Women: Members' Role*. The paper includes an extensive list of practical suggestions to assist members with stimulating interest and support for the committee's initiatives within their respective departments.

The Membership Subcommittee recruited subcommittee members as required, shortened position descriptions for members, and eliminated the position of "alternate" representative from each department. Departments can now have either one or two representatives on the committee.

In recognition of the contributions of members of the Interdepartmental Committee on the Status of Women, a luncheon was held in December 1990.

Planning for 1991–92

The Interdepartmental Committee on the Status of Women has become an organization structured to define and achieve goals. It is able to reflect on its effectiveness because objectives are established, game plans are worked out, and the work is done. Its annual planning exercise, held in January 1991, was attended by the committee's co-chairs, subcommittee chairs, and an additional member from three of four subcommittees. Elizabeth Mills of Voluntary Planning acted as facilitator for the planning process. As a result of the workshop and subsequent work with the full committee, a workplan for 1991–92 was established and approved by the Deputy Minister.

INTERDEPARTMENTAL COMMITTEE ON THE STATUS OF WOMEN

March 31, 1991

Co-chairs

Emily Sidey
Personnel Technician
Consumer Affairs

Brigitte Neumann
Director
Women's Directorate

Members

Advanced Education & Job Training

Betty Ann Pothier
Executive Secretary
Council on Higher Education

Maryann Ricketts
Senior Economist

Agriculture & Marketing

Susan Horne
Supervisor, Home Economics

Attorney General

Marie DeYoung
Librarian

Paula Simon
Victim Services Coordinator

Cabinet Secretariat

Debra Shantz
Secretary

Civil Service Commission

Mary Macnab
Affirmative Action Officer
Staffing Division

Patricia Thomson
Supervisor, Office Services

Commission on Drug Dependency

Leslie Mitchell
Supervisor of Training

Patricia MacNeil
Coordinator of Research

Community Services

Sheila Burke
Supervisor of Family Benefits

Bonnie LeFrank
Planning & Budgeting Officer

Consumer Affairs

Emily Sidey
Personnel Technician

Education

Dawn MacLean
Secretary to the Deputy Minister

Glenda Redden
Consultant, Multicultural Services
Curriculum Division

Environment

Yvonne Rousseau
Secretary

Lynn Williston
Secretary

Executive Council & Management Board

Kathryn Wallace-Mahoney
Management Board Officer

Finance

Elizabeth Cody
Director
Federal/Provincial Fiscal Relations

Marilyn Gaudet
Executive Director
Revenue & Taxation

Fisheries

Estelle Bryant
Seafood Consultant

Government Services

Joyce McDonald
Director, Financial Services

Denise McMeekin
Programmer

Health & Fitness

Nancy Parsons
Secretary to Administrator of
Systems, Research & Planning

Brenda Ryan
Director, Research & Statistics

Housing

Bernadette Rozee
Secretary to the Director
of Administration

Human Rights Commission

Denise Moore
Human Rights Officer

Maureen O'Connell
Human Rights Officer

Industry, Trade & Technology

Heather MacMullin
Economist, Statistics &
Research Services Branch

Labour

Pat Clahane
Solicitor

Jane Wright
Pay Equity Officer

Lands & Forests

Jo-Anne Himmelman
Paralegal Technologist

Mines & Energy

Barbara DeLory
Librarian

Linda Ham
Project Geologist

Municipal Affairs

Melissa Raymond
Financial Analyst

Small Business Development

Margaret Howie
Solicitor

Linda Laffin
Public Information Officer

Solicitor General

Janet Briggs
Staff Training Officer

Cathy Corbett
Personnel Technician

Sport & Recreation Commission

Carolyn Newcombe
Secretary to the Executive Director

Tourism & Culture

Mary Jane Fumerton
Secretary to the Director
Industry Development

Judi Sullivan-Corney
Personnel Manager

Transportation & Communications

Donna Arseneau-Estabrooks
Acting Supervisor
Pro-Rate Division

Jane Rolfe
Information Processing Technician
Technical Services Division

Women's Directorate

Brigitte Neumann
Director